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ABSTRACT

Salary data for 1980-81 for faculty and deans of all colleges of pharmacy with accredited programs are presented. Statistics for faculty remunerated on calendar (11 or 12 month appointments) and academic (9 or 10 month appointments) year basis are presented separately. In addition to summary tables for the ranks of professor, associate professor, and assistant professor, data are presented for deans, assistant/associate deans, and for faculty by teaching discipline, rank, and appointment basis. The graphic displays illustrate the distribution of salaries within each discipline. The graphic displays are scaled to present income, with the scale displayed on each presentation in thousands of dollars. Data include the mean salaries, the 25th, 50th, and 75th percentiles, and the range of salaries. Average salaries by years-in-rank groupings are provided, together with the 50th percentile values. Generally, faculty remunerated on calendar year appointments received greater average increases than their peers remunerated on an academic year basis. No faculty rank enjoyed average salary increases that matched inflation. The trend toward remunerating faculty on calendar appointments continues, with over 80 percent of faculty now on calendar year contracts. For calendar year appointments, professors' salaries increased 8.6 percent over last year; associate professors' salaries increased 8 percent; assistant professors' salaries increased 7.1 percent; and assistant/associate deans' salaries increased 9.7 percent. Deans' averaged salaries increased 7.4 percent over last year. While the salaries of professors on calendar year appointments averaged $38,782, that of the assistant professors averaged $24,645. (SW)

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ANNUAL SURVEY OF
FACULTY SALARIES

Faculty Salaries 1980/81

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ANNUAL SURVEY OF FACULTY SALARIES

Faculty Salaries 1980/81

Published by
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4630 Montgomery Ave.
Bethesda, Maryland 20014

Inflation continues to erode salary increases gained by faculty and administrators in colleges of Pharmacy in the United States. The "Cost of Living Index" (C.P.I.) has risen from 100 in the base year 1967–1968, to 249.4 as of August, 1980 . . . more than double. During the past academic year alone, the cost-of-living increased 12.8 percent . . . an increase that outstripped salary gains for all faculty ranks.

The American Association of Colleges of Pharmacy (AACP) conducts a confidential salary survey of faculty and deans on a yearly basis. Data analyzed here are based upon responses collected for the academic year 1980–1981. As in past years, the response rate is excellent. All of the colleges of pharmacy with accredited programs responded to the survey.*

This report continues the format begun four years ago. Salary data for faculty remunerated on calendar (11 or 12 month appointments) and academic (9 or 10 month appointments) year basis are presented separately. In addition to summary tables for the ranks of professor, associate professor and assistant professor, data are presented for deans, assistant/associate deans, and for faculty by teaching discipline by rank and by appointment basis.

The graphic displays were designed to provide, pictorially, the distribution of salaries within each discipline. The graphic displays are scaled to present income, with the scale displayed on each presentation in thousands of dollars. Data includes the mean salaries, the 25th, 50th and 75th percentiles (when data permit), and the range of salaries. Average salaries by years-in-rank groupings are provided, together with the 50th percentile values.

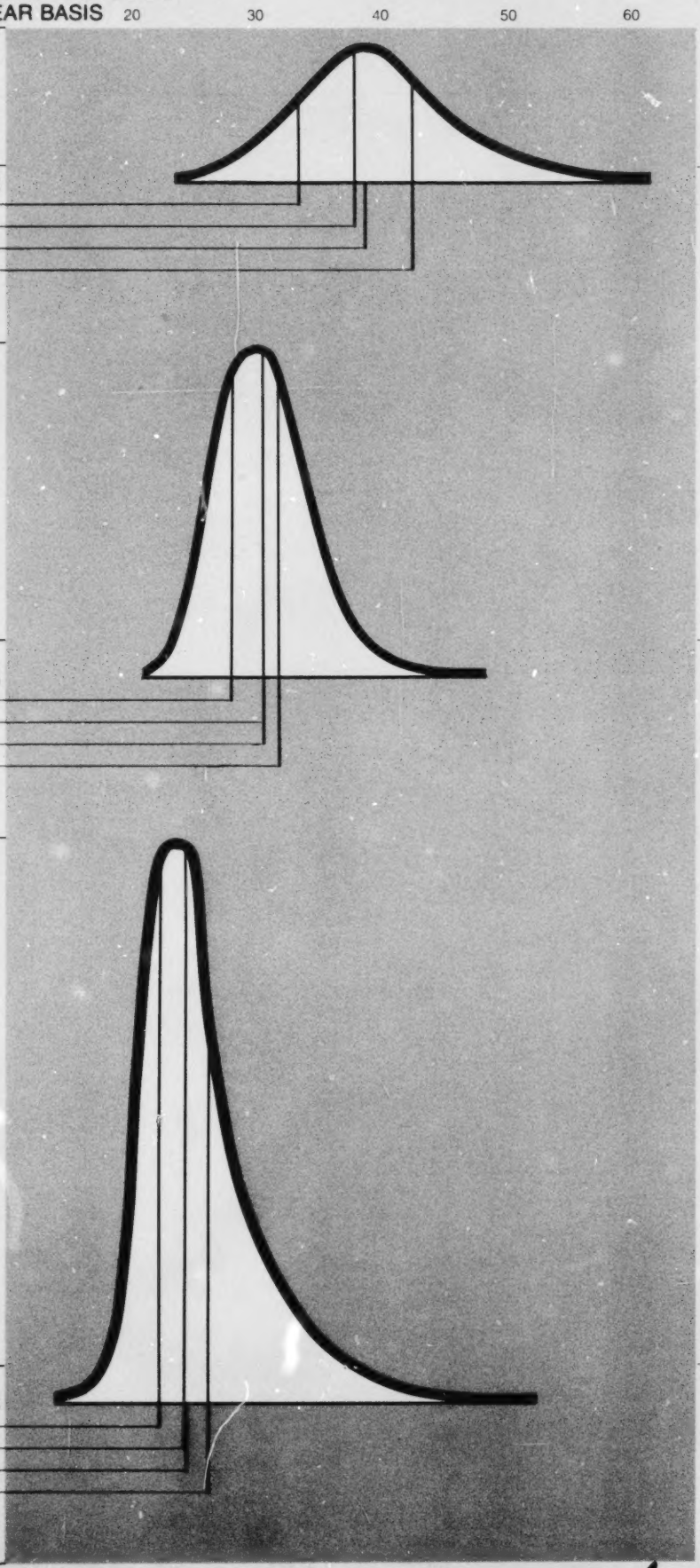
continued on page 4

*Data for faculty at the University of Puerto Rico, College of Pharmacy are included.

Design: G. Quinn Information Design

SUMMARY DATA

CALENDAR YEAR BASIS



PROFESSORS

25%ile	33,705
50%ile	38,000
Average	38,782
75%ile	42,615
Range	23,460–61,485
Number	317

Years in Rank	Average	50%ile	Number
0–1	34,423	34,102	34
2–5	37,591	37,700	84
6–10	38,654	38,447	91
11–15	39,950	39,540	27
16–20	40,119	39,540	58
21+	44,356	46,135	19

Note: 4 professors did not report years in rank.

ASSOCIATE PROFESSORS

25%ile	28,294
50%ile	30,700
Average	30,653
75%ile	32,991
Range	21,000–48,684
Number	428

Years in Rank	Average	50%ile	Number
0–1	29,400	29,100	104
2–5	31,116	30,979	223
6–10	31,603	31,500	69
11+	30,239	30,236	25

Note: 7 associate professors did not report years in rank.

ASSISTANT PROFESSORS

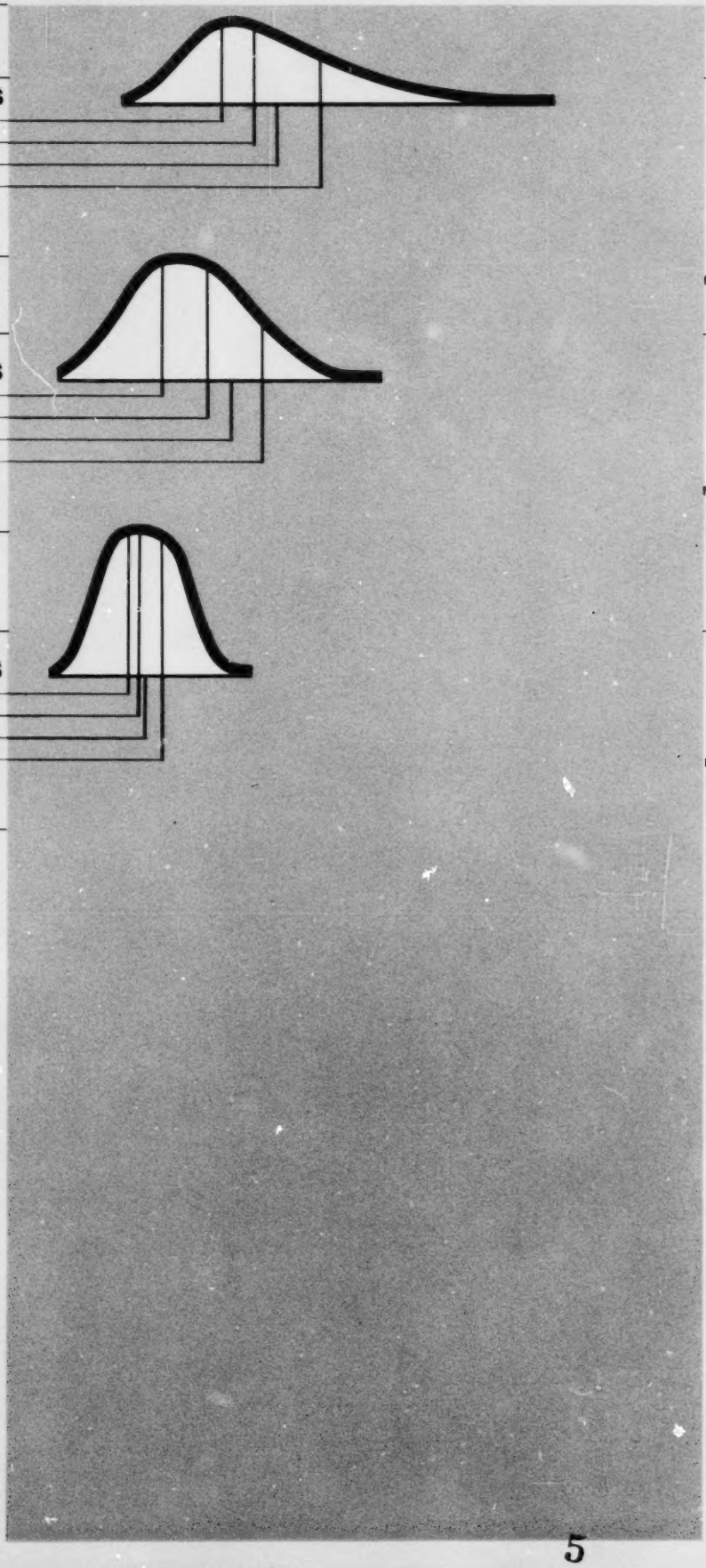
25%ile	22,600
50%ile	24,400
Average	24,645
75%ile	26,514
Range	14,884–52,512
Number	568

Years in Rank	Average	50%ile	Number
0–1	23,199	22,920	208
2–5	25,373	25,000	304
6+	27,352	27,501	47

Note: 9 assistant professors did not report years in rank.

SUMMARY DATA

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	27,000
50%ile	29,468
Average	31,275
75%ile	35,078
Range	19,300–53,400
Number	138

Years in Rank	Average	50%ile	Number
0–1	27,114	26,024	17
2–5	29,466	28,559	29
6–	32,060	31,909	38
11–15	31,809	30,482	32
16–20	34,465	31,875	12
21+	35,654	35,465	9

Note: 1 professor did not report years in rank.

ASSOCIATE PROFESSORS

25%ile	22,192
50%ile	24,253
Average	24,698
75%ile	26,758
Range	14,000–39,869
Number	114

Years in Rank	Average	50%ile	Number
0–1	23,448	23,200	28
2–5	24,664	24,202	49
6–10	27,299	26,710	23
11+	23,089	24,371	12

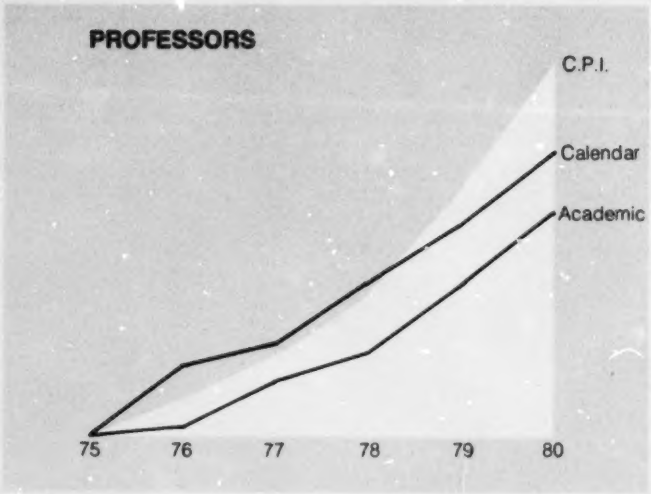
Note: 2 associate professors did not report years in rank.

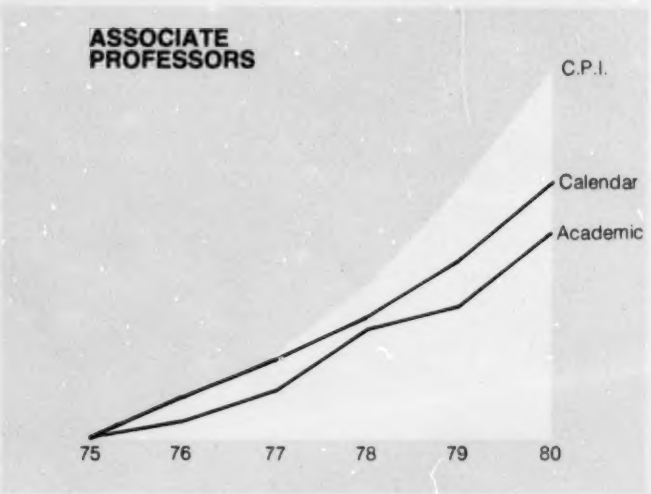
ASSISTANT PROFESSORS

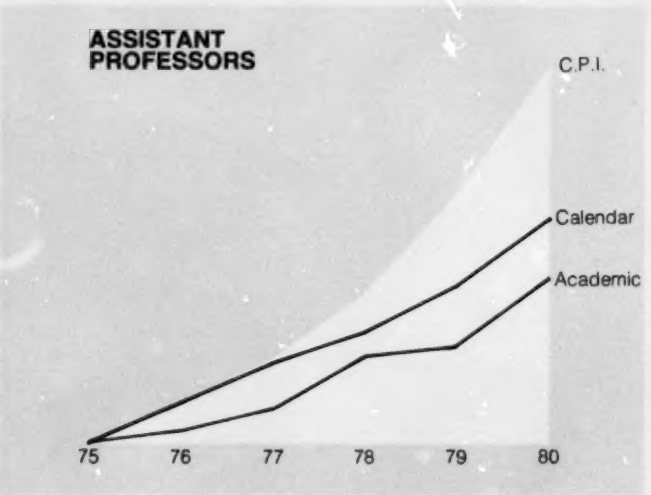
25%ile	19,500
50%ile	20,629
Average	21,081
75%ile	22,500
Range	13,350–29,862
Number	123

Years in Rank	Average	50%ile	Number
0–1	19,465	19,661	34
2–5	21,331	21,000	75
6+	24,235	23,650	12

Note: 2 assistant professors did not report years in rank.







HIGHLIGHTS

Present year faculty salaries present a varied picture of increases. Generally, faculty remunerated on calendar year appointments received greater average increases than their peers remunerated on an academic year basis. No faculty rank enjoyed average salary increases that matched inflation. The trend toward remunerating faculty on calendar appointments continues, with over 80 percent of faculty now on calendar year contracts.

PROFESSORS' salaries on calendar year appointments increased 8.6 percent over last year, or an average increase of $3,060. For professors holding academic year appointments, the average increase was $2,507, representing an average increase of 8.7 percent.

Average salaries are:

Academic year appointments:	$31,275
Calendar year appointments:	$38,782

ASSOCIATE PROFESSORS remunerated on a calendar year basis received an average increase of 8.0 percent, an average increase of $2,525. Salaries of associate professors on academic appointments received average salary increases of 8.9 percent, or $2,027.

Average salaries are:

Academic year appointments:	$24,469
Calendar year appointments:	$30,653

ASSISTANT PROFESSORS on academic year appointments earned $1,859 more on average, a percentage increase of 9.7 percent. Peers on calendar year contracts received increases averaging 7.1 percent greater than last year, an average increase of $1,640.

Average salaries for 1979–1980 are:

Academic year appointments:	$21,081
Calendar year appointments:	$24,645

DEANS averaged salary increases of 7.4 percent over last year, an increase of $3,331. The average salary for academic year 1980–1981 was $48,531.

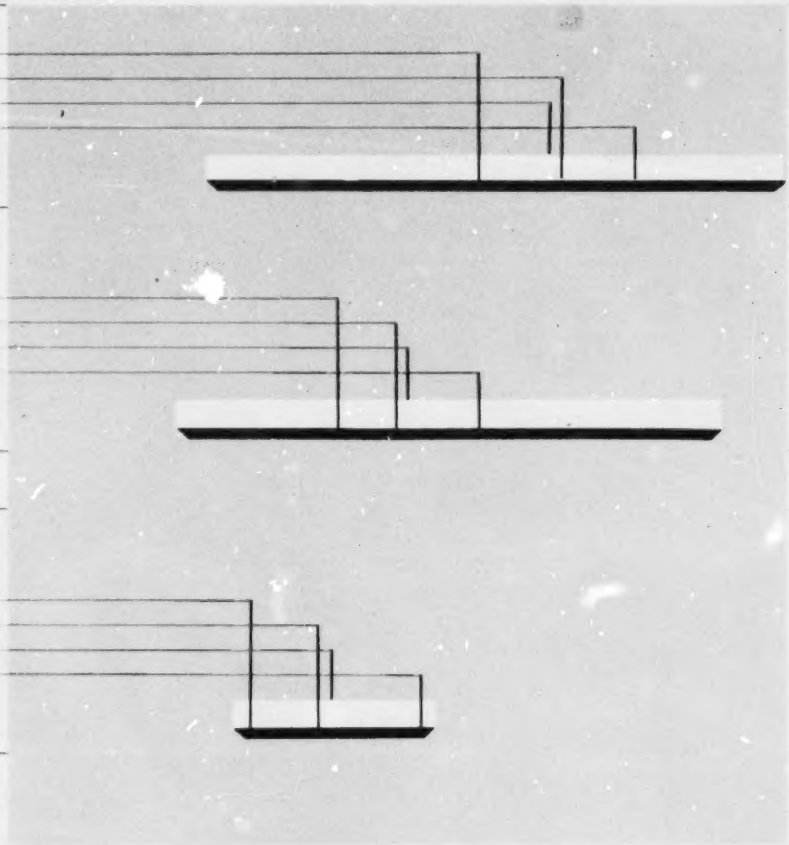
ASSISTANT/ASSOCIATE DEANS on academic year appointments averaged 9.1 percent greater than last year, an average increase of $2,759. Assistant/associate deans on calendar year appointments averaged $38,557. Average salaries increased 9.7 percent or $3,396.

We hope you find this year's report interesting and useful. WE WELCOME YOUR COMMENTS.

Lars Solander, Ph.D.

DEANS

CALENDAR YEAR BASIS



DEANS

25%ile	43,382
50%ile	49,130
Average	48,531
75%ile	54,303
Range	24,264–64,920
Number	70

Years in Rank	Average	50%ile	Number
0–1	39,331	38,000	4
2–5	49,449	51,634	26
6–10	46,449	47,055	21
11+	51,512	53,200	19

ASSISTANT/ ASSOCIATE DEANS

25%ile	33,316
50%ile	37,664
Average	38,557
75%ile	43,300
Range	22,242–60,600
Number	95

Years in Rank	Average	50%ile	Number
0–1	33,382	31,600	18
2–5	38,722	37,400	29
6–10	38,975	38,254	26
11+	42,350	40,681	18

Note: 4 assistant/associate deans did not report years in rank

ACADEMIC YEAR BASIS

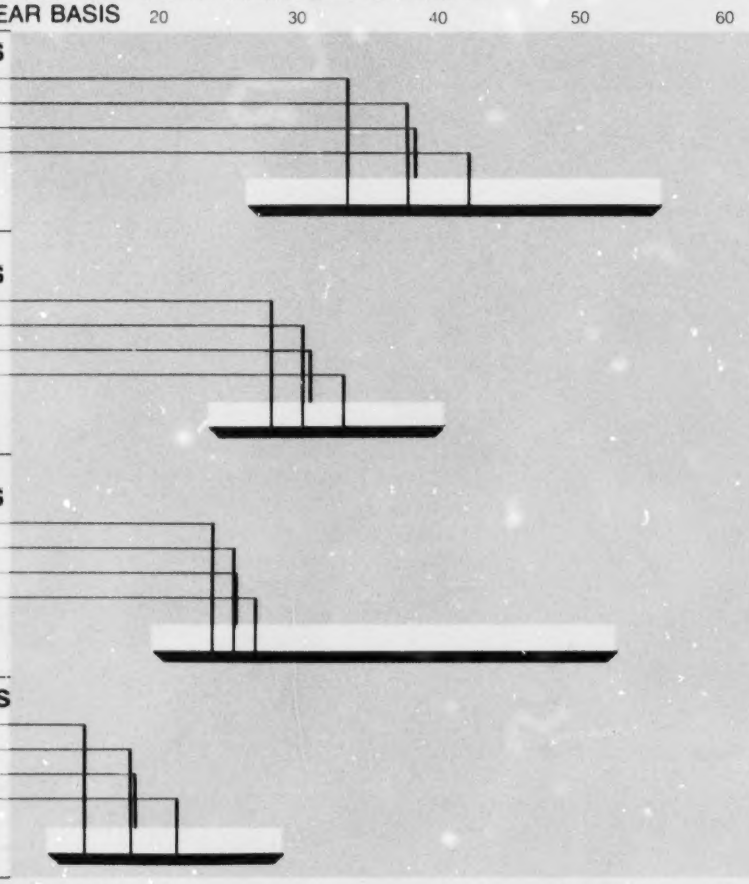
ASSISTANT/ ASSOCIATE DEANS

25%ile	27,022
50%ile	32,875
Average	33,077
75%ile	39,315
Range	26,229–40,400
Number	10

Years in Rank	Average	50%ile	Number
0–10	33,051	32,875	8
11+	33,180	—	2

PHARMACY/PHARMACEUTICS

CALENDAR YEAR BASIS



PROFESSORS

25%ile	33,603
50%ile	37,699
Average	38,384
75%ile	41,922
Range	26,316–55,300
Number:	89

Years in Rank	Average	50%ile	Number
0–1	33,868	32,500	7
2–5	37,573	36,024	24
6–10	39,283	39,100	29
11+	39,221	38,585	27

Note: 2 professors did not report years in rank

ASSOCIATE PROFESSORS

25%ile	28,334
50%ile	30,582
Average	31,076
75%ile	33,279
Range	23,600–40,300
Number	75

Years in Rank	Average	50%ile	Number
0–1	29,492	29,760	15
2–5	30,886	30,510	38
6+	32,739	33,000	21

Note: 1 associate professor did not report years in rank

ASSISTANT PROFESSORS

25%ile	24,000
50%ile	25,680
Average	25,815
75%ile	27,004
Range	19,920–52,512
Number	71

Years in Rank	Average	50%ile	Number
0–1	25,340	24,875	18
2–5	25,596	25,443	44
6+	28,000	28,466	8

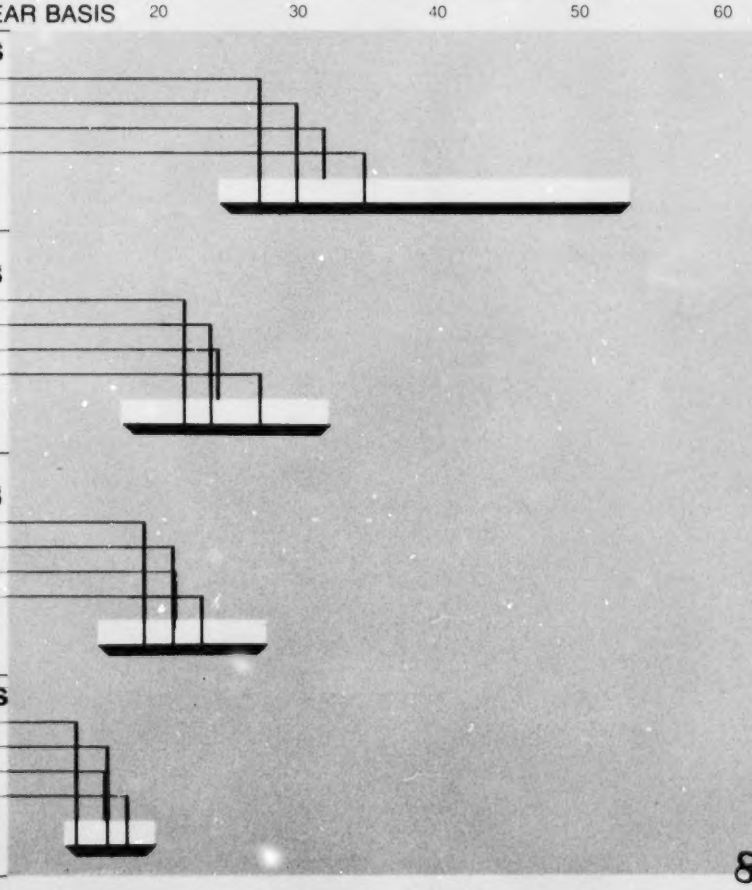
Note: 1 assistant professor did not report years in rank

INSTRUCTORS

25%ile	14,919
50%ile	18,150
Average	18,434
75%ile	21,531
Range	12,516–29,000
Number	24

Years in Rank	Average	50%ile	Number
0–1	17,840	18,500	7
2+	18,679	17,800	17

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	27,295
50%ile	30,600
Average	32,607
75%ile	35,687
Range	24,350–53,400
Number	35

Years in Rank	Average	50%ile	Number
0–1	27,275	—	3
2–5	30,244	30,250	9
6–10	32,619	32,572	13
11+	36,319	33,491	10

ASSOCIATE PROFESSORS

25%ile	22,171
50%ile	24,250
Average	24,542
75%ile	27,651
Range	17,340–32,169
Number	29

Years in Rank	Average	50%ile	Number
0–1	24,363	23,837	6
2–5	23,592	23,500	13
6+	26,171	27,701	9

Note: 1 associate professor did not report years in rank

ASSISTANT PROFESSORS

25%ile	19,159
50%ile	21,305
Average	21,309
75%ile	23,500
Range	16,000–28,100
Number	27

Years in Rank	Average	50%ile	Number
0–1	19,096	19,000	9
2–5	21,824	21,650	13
6+	24,583	23,650	4

Note: 1 assistant professor did not report years in rank

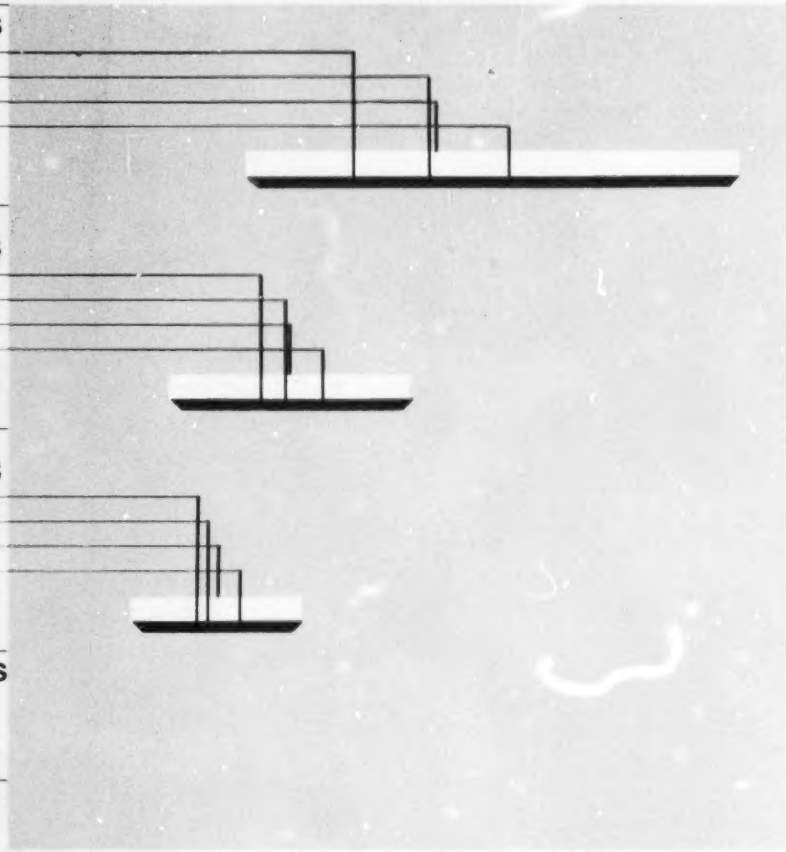
INSTRUCTORS

25%ile	14,650
50%ile	16,715
Average	16,652
75%ile	17,912
Range	14,000–20,665
Number	10

Years in Rank	Average	50%ile	Number
0–1	17,833	—	2
2+	16,357	16,715	8

PHARMACEUTICAL/MEDICINAL CHEMISTRY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	34,124
50%ile	39,231
Average	40,146
75%ile	45,309
Range	26,600–61,485
Number	92

Years in Rank	Average	50%ile	Number
0–1	36,521	36,500	7
2–5	36,481	37,000	31
6–10	41,235	41,666	16
11+	41,860	40,155	38

ASSOCIATE PROFESSORS

25%ile	27,505
50%ile	29,563
Average	29,678
75%ile	31,952
Range	21,000–38,000
Number	76

Years in Rank	Average	50%ile	Number
0–1	28,546	29,030	17
2–5	30,521	29,700	30
6+	29,379	30,166	28

Note: 1 associate professor did not report years in rank.

ASSISTANT PROFESSORS

25%ile	22,985
50%ile	23,869
Average	24,355
75%ile	26,013
Range	18,360–30,400
Number	34

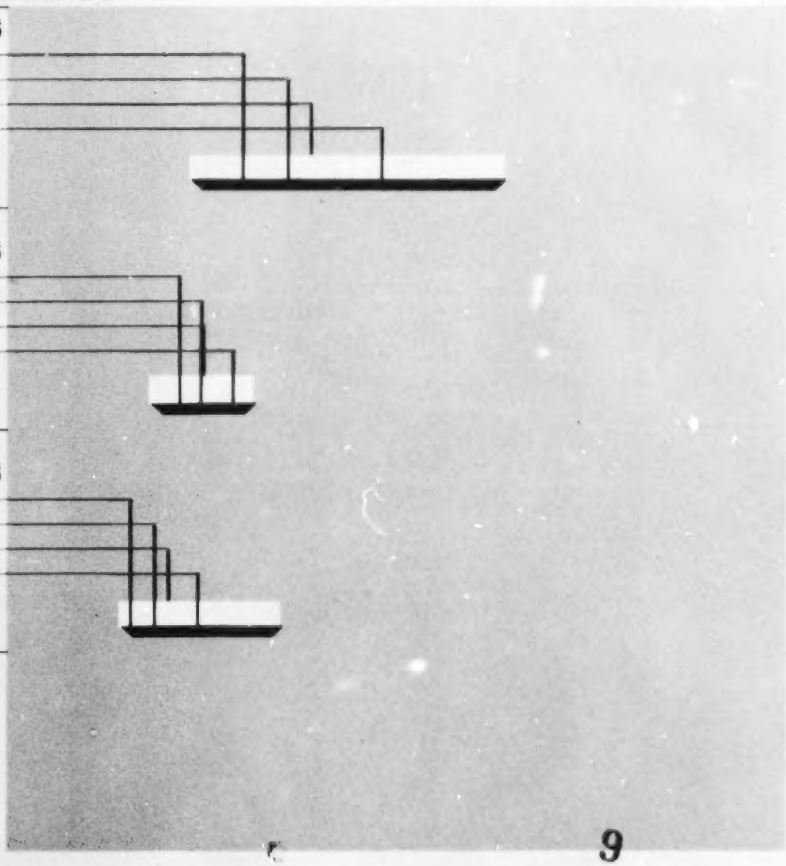
Years in Rank	Average	50%ile	Number
0–1	23,521	23,000	19
2–5	25,221	25,414	13
6+	—	—	1

Note: 1 assistant professor did not report years in rank.

INSTRUCTORS

Average	16,792
Range	12,276–20,200
Number	3

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	26,300
50%ile	29,800
Average	31,156
75%ile	36,000
Range	22,700–44,800
Number	43

Years in Rank	Average	50%ile	Number
0–1	25,656	24,675	4
2–5	28,999	27,800	11
6–10	31,863	32,437	12
11+	33,484	35,000	16

ASSOCIATE PROFESSORS

25%ile	21,944
50%ile	23,444
Average	23,594
75%ile	25,301
Range	19,917–27,000
Number	16

Years in Rank	Average	50%ile	Number
0–1	24,350	23,700	4
2–5	23,470	23,568	9
6+	22,959	—	3

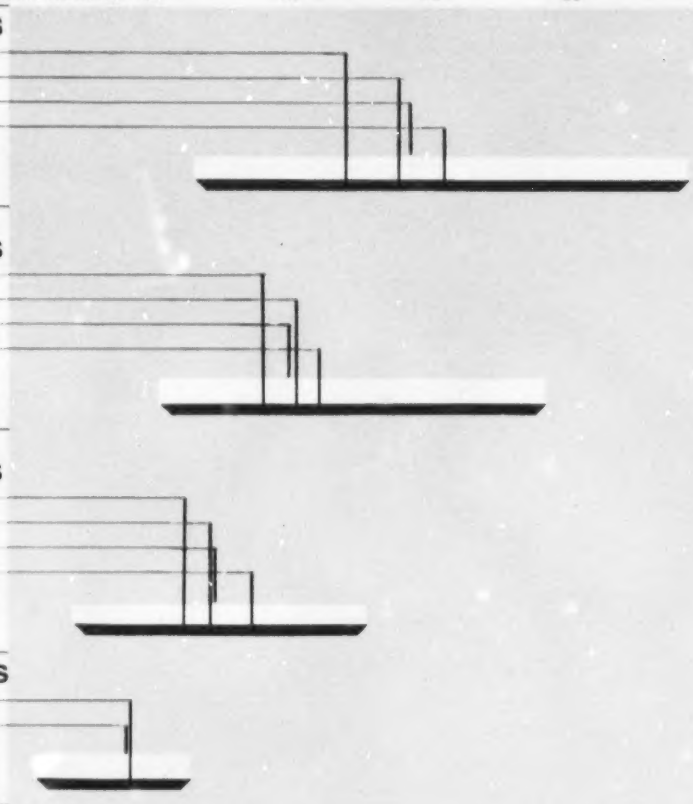
ASSISTANT PROFESSORS

25%ile	18,300
50%ile	20,110
Average	21,132
75%ile	22,960
Range	17,700–29,000
Number	15

Years in Rank	Average	50%ile	Number
0–1	18,740	18,000	5
2–5	22,327	22,146	10

PHARMACOLOGY/TOXICOLOGY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	34,000
50%ile	37,850
Average	38,404
75%ile	40,915
Range	23,460–58,474
Number	58

Years in Rank	Average	50%ile	Number
0–1	34,230	34,920	11
2–5	39,651	38,000	9
6–10	37,160	36,685	21
11+	41,987	42,000	17

ASSOCIATE PROFESSORS

25%ile	28,159
50%ile	30,814
Average	30,088
75%ile	32,809
Range	21,012–48,684
Number	66

Years in Rank	Average	50%ile	Number
0–1	30,955	30,695	10
2–5	30,402	30,550	39
6+	30,761	31,000	15

Note: 2 associate professors did not report years in rank

ASSISTANT PROFESSORS

25%ile	22,639
50%ile	24,250
Average	24,859
75%ile	27,529
Range	14,884–35,600
Number	54

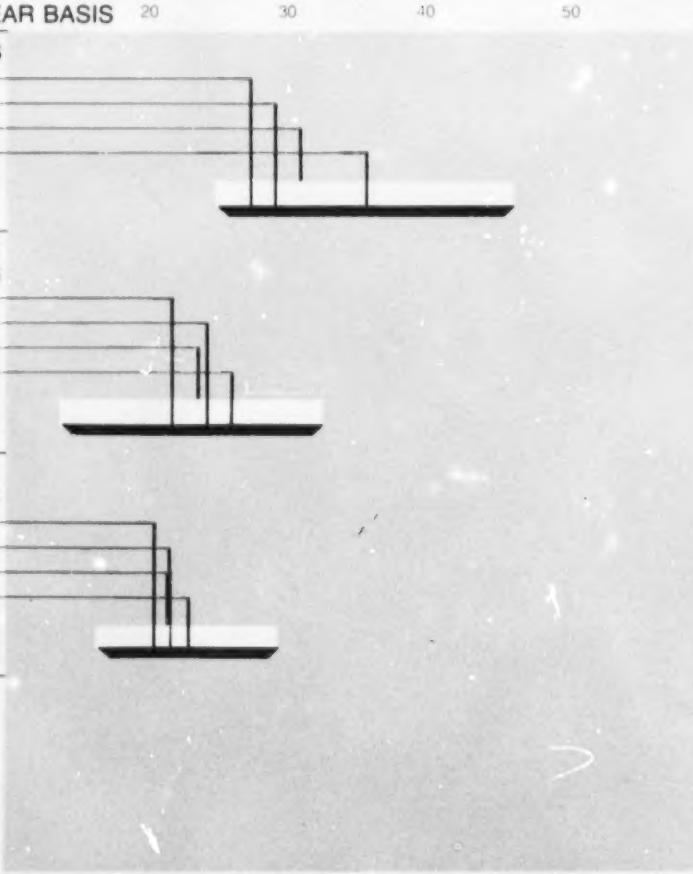
Years in Rank	Average	50%ile	Number
0–1	22,638	23,295	22
2–5	25,517	24,900	27
6+	27,077	27,501	5

INSTRUCTORS

50%ile	18,800
Average	18,438
Range	12,476–23,675
Number	4

Years in Rank	Average	50%ile	Number
0–1	—	—	0
2+	18,438	18,800	4

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	27,275
50%ile	29,013
Average	31,205
75%ile	35,737
Range	24,960–45,794
Number	32

Years in Rank	Average	50%ile	Number
0–1	26,428	26,360	6
2–5	30,357	29,088	5
6–10	34,183	33,452	5
11+	32,330	30,050	16

ASSOCIATE PROFESSORS

25%ile	21,897
50%ile	24,492
Average	23,550
75%ile	26,000
Range	14,000–32,700
Number	35

Years in Rank	Average	50%ile	Number
0–1	23,800	23,754	8
2–5	24,577	25,221	17
6+	23,793	24,639	10

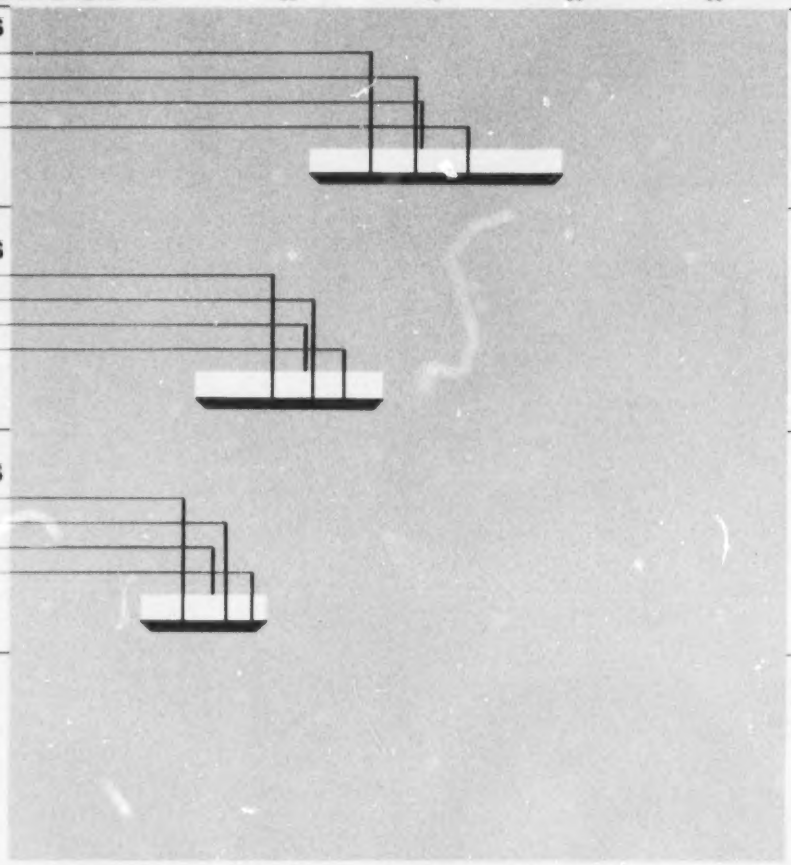
ASSISTANT PROFESSORS

25%ile	20,300
50%ile	21,695
Average	21,628
75%ile	22,804
Range	16,410–29,200
Number	27

Years in Rank	Average	50%ile	Number
0–1	20,762	20,315	6
2–5	20,999	21,343	16
6+	24,677	23,800	5

PHARMACOGNOSY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	35,875
50%ile	39,048
Average	39,103
75%ile	42,438
Range	31,500–49,304
Number	22

Years in Rank	Average	50%ile	Number
0–1	—	—	1
2–5	39,047	39,250	4
6–10	37,574	37,775	6
11+	39,798	38,000	11

ASSOCIATE PROFESSORS

25%ile	28,963
50%ile	31,735
Average	31,204
75%ile	34,065
Range	23,300–36,765
Number	20

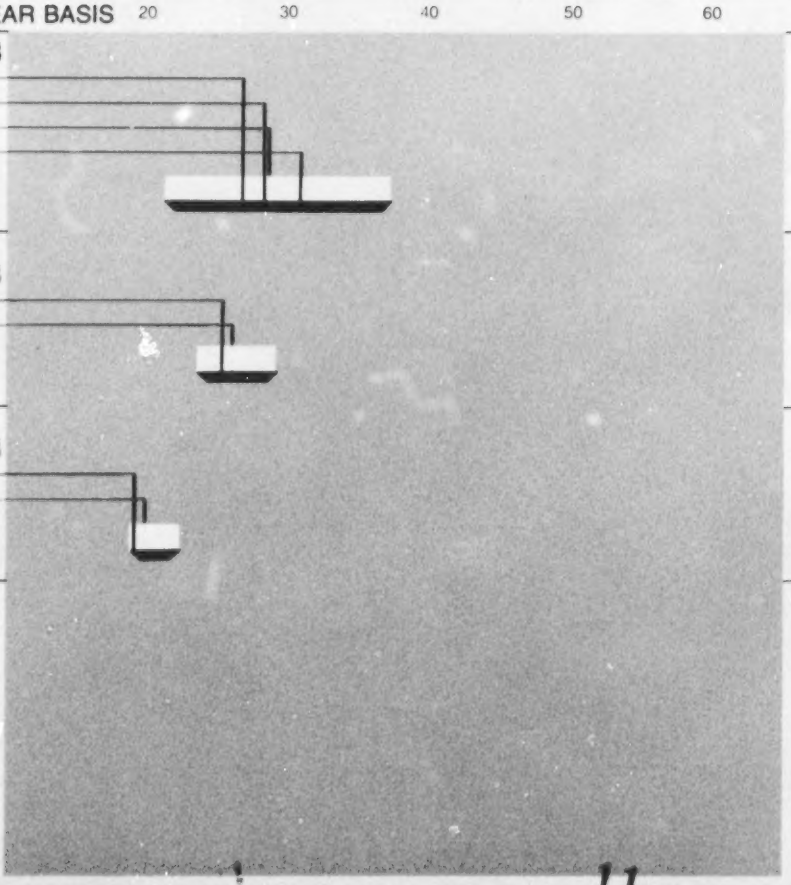
Years in Rank	Average	50%ile	Number
0–1	28,983	—	3
2–5	30,681	31,517	10
6+	32,904	34,186	7

ASSISTANT PROFESSORS

25%ile	22,500
50%ile	25,500
Average	24,836
75%ile	27,524
Range	19,680–28,400
Number	11

Years in Rank	Average	50%ile	Number
0–1	23,200	—	3
2–5	25,154	26,000	7
6+	—	—	1

ACADEMIC YEAR BASIS



PROFESSORS

25%ile	26,908
50%ile	28,614
Average	28,794
75%ile	31,000
Range	21,213–37,300
Number	14

Years in Rank	Average	50%ile	Number
0–1	—	—	1
2–5	25,697	—	3
6–10	29,776	[illegible]834	4
11+	29,867	30,000	5

Note: 1 professor did not report years in rank.

ASSOCIATE PROFESSORS

50%ile	25,413
Average	26,264
Range	23,863–29,368
Number	6

Years in Rank	Average	50%ile	Number
0–1	—	—	1
2–5	26,764	—	2
6–10	26,119	—	3
11+			

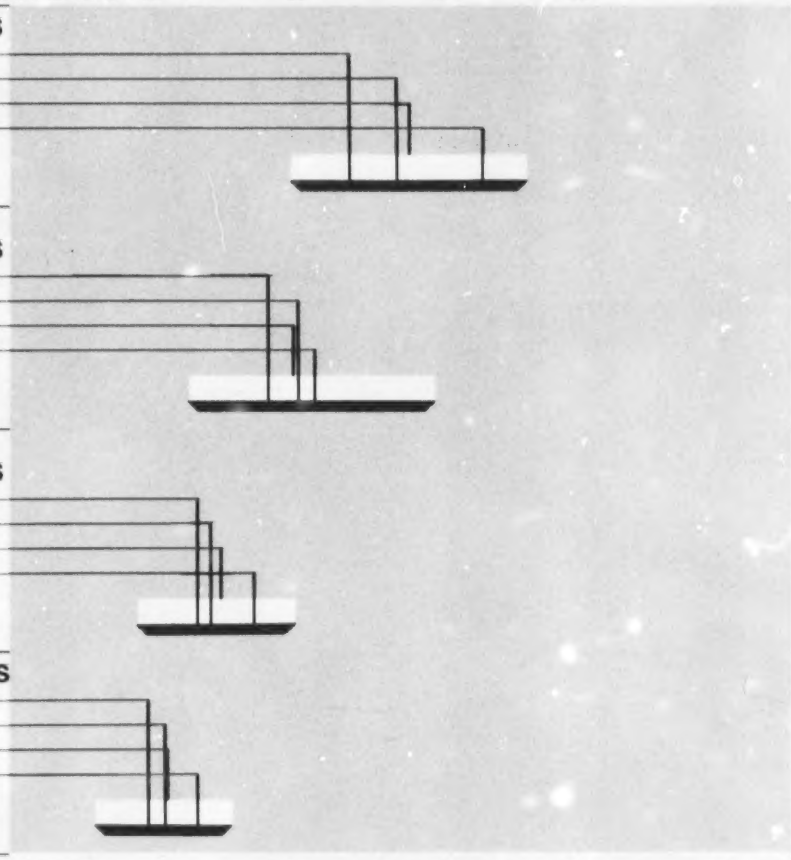
ASSISTANT PROFESSORS

50%ile	19,364
Average	20,057
Range	19,000–22,500
Number	4

Years in Rank	Average	50%ile	Number
0–1	20,057	19,364	4

PHARMACY ADMINISTRATION

CALENDAR YEAR BASIS



PROFESSORS

25%ile 34,204
50%ile 37,541
Average 38,400
75%ile 43,400
Range 30,000–46,710
Number 23

Years in Rank	Average	50%ile	Number
0–1	33,416	—	2
2–5	38,866	39,150	7
6–10	38,250	37,541	9
11+	38,335	37,136	4

Note: 1 professor did not report years in rank.

ASSOCIATE PROFESSORS

25%ile 28,502
50%ile 30,618
Average 30,295
75%ile 31,930
Range 22,830–40,000
Number 39

Years in Rank	Average	50%ile	Number
0–1	29,407	29,050	16
2–5	30,811	31,050	14
6+	31,073	31,100	9

ASSISTANT PROFESSORS

25%ile 23,695
50%ile 24,637
Average 25,129
75%ile 27,439
Range 19,000–30,300
Number 34

Years in Rank	Average	50%ile	Number
0–1	24,114	24,002	13
2–5	25,819	25,958	16
6+	26,320	27,750	4

Note: 1 assistant professor did not report years in rank.

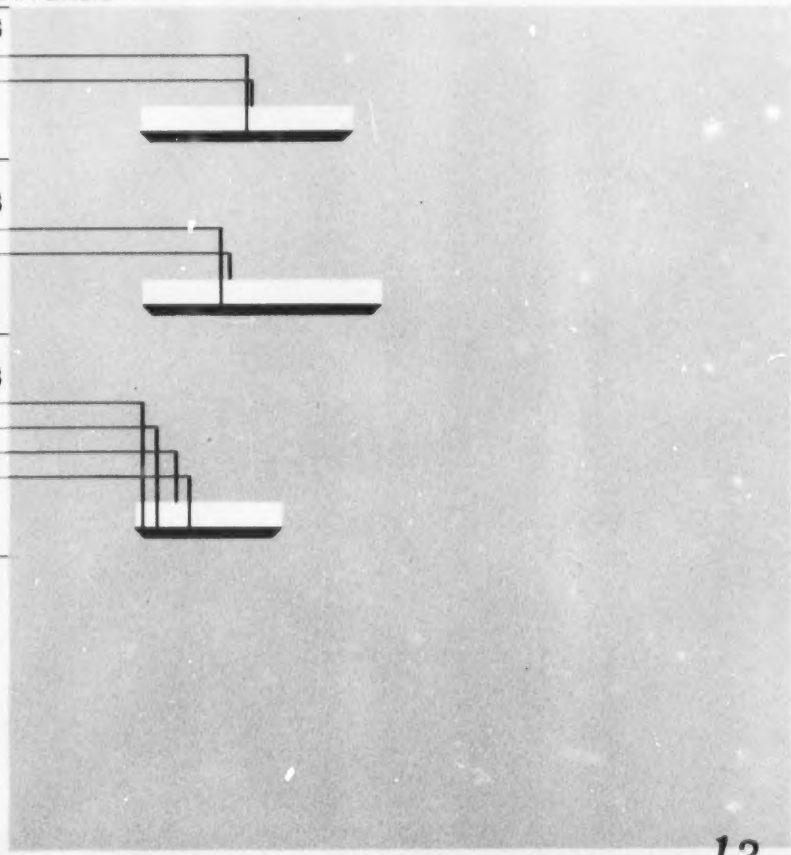
INSTRUCTORS

25%ile 20,000
50%ile 21,245
Average 21,344
75%ile 23,200
Range 16,000–25,790
Number 11

Years in Rank	Average	50%ile	Number
0–1	19,280	—	2
2+	21,872	21,630	8

Note: 1 instructor did not report years in rank.

ACADEMIC YEAR BASIS



PROFESSORS

50%ile 27,000
Average 27,291
Range 19,300–34,449
Number 9

Years in Rank	Average	50%ile	Number
0–1	—	—	1
2–5	—	—	1
6+	27,409	27,000	7

ASSOCIATE PROFESSORS

50%ile 25,118
Average 26,003
Range 19,600–36,328
Number 10

Years in Rank	Average	50%ile	Number
0–1	23,602	—	2
2–5	25,511	—	2
6+	27,828	28,200	5

Note: 1 associate professor did not report years in rank.

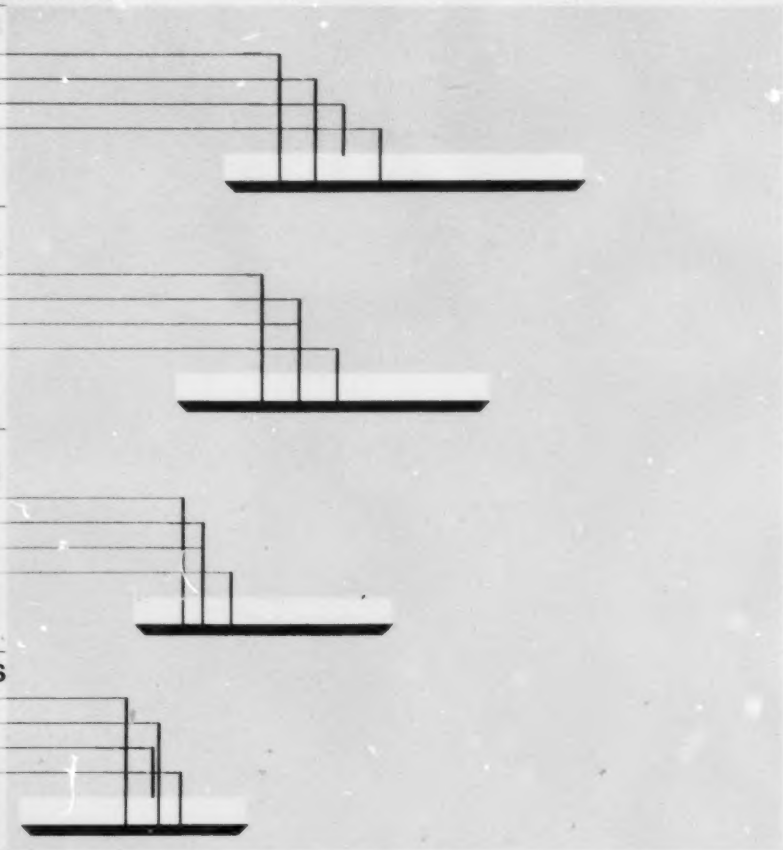
ASSISTANT PROFESSORS

25%ile 19,855
50%ile 20,703
Average 21,943
75%ile 22,919
Range 19,175–29,862
Number 16

Years in Rank	Average	50%ile	Number
0–1	20,798	—	2
2–5	21,854	20,388	11
6+	23,034	23,009	3

CLINICAL PHARMACY

CALENDAR YEAR BASIS



PROFESSORS

25%ile	29,769
50%ile	32,050
Average	34,068
75%ile	36,618
Range	25,327–50,850
Number	20

Years in Rank	Average	50%ile	Number
0–1	33,996	35,000	5
2–5	31,620	30,946	6
6–10	35,080	32,050	6
11+	37,063	—	3

ASSOCIATE PROFESSORS

25%ile	28,203
50%ile	31,100
Average	31,060
75%ile	33,600
Range	21,945–43,997
Number	139

Years in Rank	Average	50%ile	Number
0–1	29,126	28,990	40
2–5	31,773	31,945	84
6+	32,315	31,373	12

Note: 3 associate professors did not report years in rank.

ASSISTANT PROFESSORS

25%ile	22,400
50%ile	24,000
Average	23,968
75%ile	26,000
Range	19,000–37,100
Number	340

Years in Rank	Average	50%ile	Number
0–1	22,629	22,500	127
2–5	25,070	25,000	182
6+	27,393	27,000	25

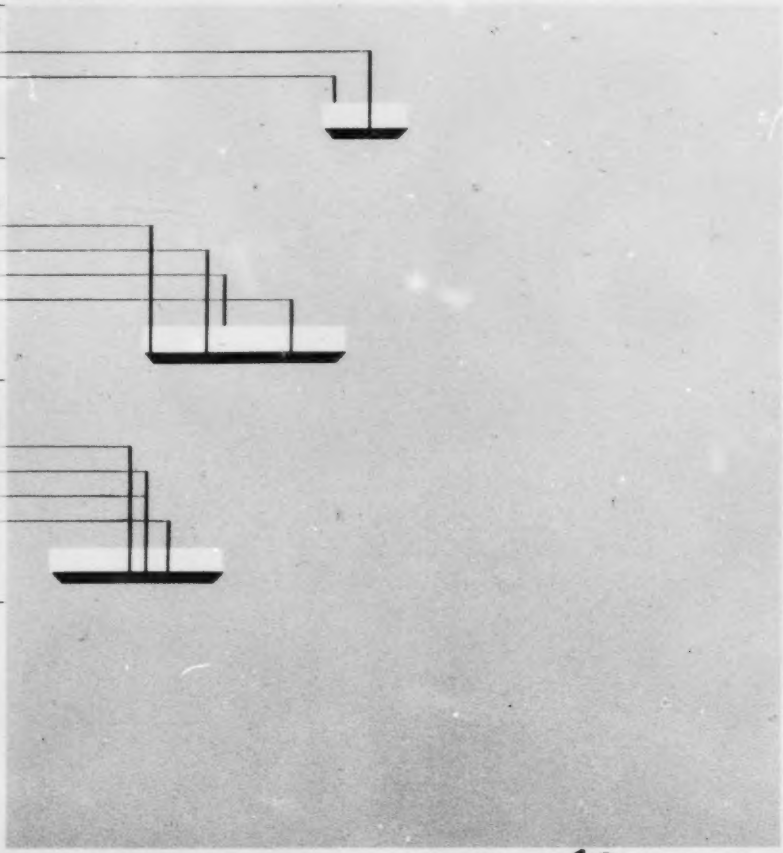
Note: 6 assistant professors did not report years in rank.

INSTRUCTORS

25%ile	18,500
50%ile	21,000
Average	20,674
75%ile	22,700
Range	11,100–27,900
Number	51

Years in Rank	Average	50%ile	Number
0–1	19,657	19,000	19
2+	21,278	21,148	32

ACADEMIC YEAR BASIS



PROFESSORS

50%ile	35,919
Average	33,188
Range	32,700–38,215
Number	4

ASSOCIATE PROFESSORS

25%ile	20,472
50%ile	24,285
Average	25,431
75%ile	30,261
Range	20,140–34,560
Number	14

Years in Rank	Average	50%ile	Number
0–1	21,376	21,190	7
2–5	30,767	30,306	4
6+	27,779	—	3

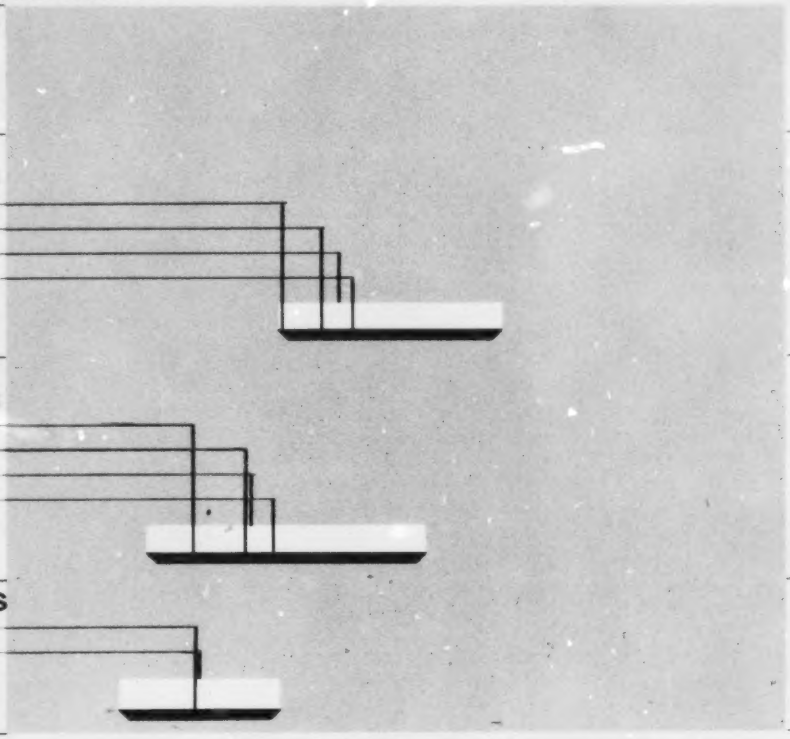
ASSISTANT PROFESSORS

25%ile	19,071
50%ile	19,958
Average	20,072
75%ile	21,417
Range	13,350–25,683
Number	35

Years in Rank	Average	50%ile	Number
0–1	18,537	19,500	9
2–5	20,703	20,150	22
6+	18,246	18,822	4

HOSPITAL PHARMACY

CALENDAR YEAR BASIS 20 30 40 50 60



PROFESSORS

Average 45,032
Range 37,950–53,346
Number 3

ASSOCIATE PROFESSORS

25%ile 29,900
50%ile 32,450
Average 33,703
75%ile 34,831
Range 29,400–45,100
Number 7

ASSISTANT PROFESSORS

25%ile 23,170
50%ile 27,100
Average 27,227
75%ile 29,130
Range 20,000–40,186
Number 16

INSTRUCTORS

50%ile 23,580
Average 23,681
Range 18,000–29,600
Number 6

Years in Rank	Average	50%ile	Number
0–5	33,725	31,773	5
5+	33,648	—	2

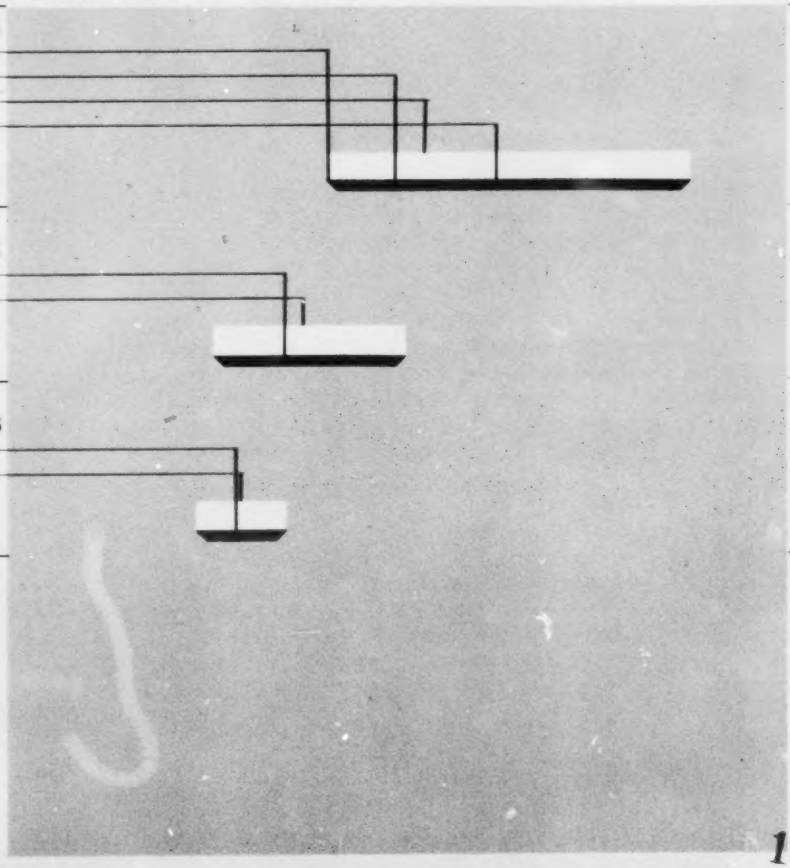
Years in Rank	Average	50%ile	Number
0–1	24,563	23,839	6
2–5	29,094	27,810	8
6+	27,750	—	2

Years in Rank	Average	50%ile	Number
0–1	23,533	—	3
2+	24,775	—	2

Note 1 instructor did not report years in rank

BIONUCLEONICS & NUCLEAR PHARMACY

CALENDAR YEAR BASIS 20 30 40 50 60



PROFESSORS

25%ile 32,975
50%ile 37,763
Average 39,685
75%ile 44,875
Range 32,800–58,700
Number 10

ASSOCIATE PROFESSORS

50%ile 29,844
Average 31,024
Range 24,800–38,253
Number 6

ASSISTANT PROFESSORS

50%ile 26,250
Average 26,285
Range 23,862–30,000
Number 8

Years in Rank	Average	50%ile	Number
0–1	—	—	1
2–5	—	—	1
6+	40,578	37,763	8

Years in Rank	Average	50%ile	Number
0–1	32,647	30,488	3
2+	29,400	26,000	3

Years in Rank	Average	50%ile	Number
0–1	—	—	0
2–5	26,512	26,500	7
6+	—	—	1